Appendix A

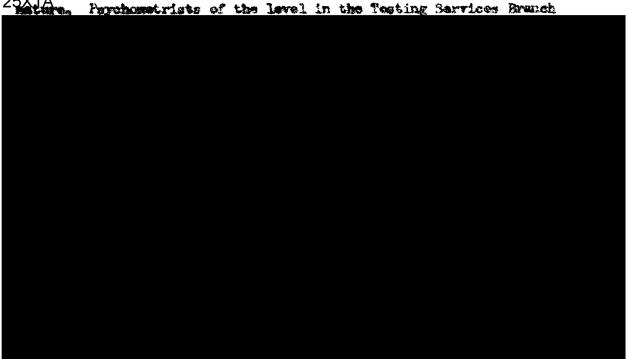
CONSCIENTS ON IG'S UNDERSTANDING OF AND MEROSCOPPOLATIONS CONCRETENCE THE THEFTON SERVICES BRANCE

l. At one time, testing services were in two places, the Assessment Branch, where they were concerned primarily with individual testing, and the Testing Services Breach, whose they were concerned exclusively with the administration and scoring of group tests. Because of the nature of the assessment load, the psychometrists were being used very ineffectively. There was a tendency on the part of the semior psychologists to assign a psychometrist responsibilities requiring beenground and maturity of judgment which they simply did not have. Further, having paychometric services in two branches resulted in too great a properties of ASE resources being expended en that is, after all, a routine function. Just prior to my assuming commend, there were people engaged in testing and administration. At the time of the 10ts survey, there were (See Attachment L.) Supervision of the group testing alone required a as deposed to the present time, where a supervise both testing and administrative cervices.

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2. Payohelogical services, including testing, unfortunately simplifies an enormous securit of work of a routine and very detailed



\$ 36 if adjusted for the six-day week being weeked.

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- 3. This progress is obviously not going to be popular with his psychometricians. Nor has it been popular with my deputy and the Chief, Assessment Brench. It had been planned to move gradually to the new system by replacing normal attrition among the psychometrists with appropriate clarical personnel. As noted, this had been successfully accomplished in one instance. The psychometricians have been fully mears for over a year of the direction in which the testing nervices was going. It was recognized that their duties were more resting that had been they liked, and they were encouraged to look classifier which had against. Effects were made by Chief, T38 to see at in placing them. Afforts were made to provide some variety. Their look of background made these offerts relatively ensuccessful. In view of those facts, the live comment respecting the utilization of some of these facts, the live comment respecting the utilization of some of
- is expecially difficult to understand in the light of repeated declarations by Compressional constitues that supervisors the reduce rether than build expressional constitues that supervisors the reduce rether than build expressional constitues that supervisors the reduce than build express, personnel required to perform the testing and administrative services were reduced. At the case time, conditing of pervices was actually improved.
- These fenctions (testing services) are an essential part of management service, and this unit of four persons should remain indeed. (p. it, para. ?). This is indeed as actonishing statement. That distinguishes those four from the rest of the staff? From the gradientland point of view, there are many is the units that it is proposed to climinate who have much larger service. Must can those people do in the Management Service Branch? Does the III serviced people do in the Management Service Branch? Does the III serviced a professional level of prochesional service? They can give tests, which is what they've doing note. They can give tests, which is what they've doing

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combien guided by statistical rules and norms. They are not qualified to do any more complex test interpretation. They do not have the background. I am at a loss to understand this recommendation. I can see no gain in efficiency, and anticipate a loss. If the staff is to be reduced in size, it would seem that these with larger service and those with greater skills would be retained. I can see no administrative or professional reason for singling out these four from the rest of the staff to be treated with special care. Hefere acting on this recommendation, management abould ascertain the reasons for it. They certainly are not obvious. The inspector General simply does not understand the nature of the qualifications appearancy in the psychological area when he says, "The capabilities for this unit of four can be more fully utilized in the reorientation of the activities" (p. 24, pare. 9).

CONTE